

women
in local
councils



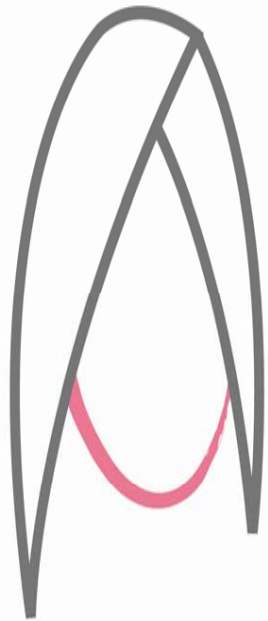
making a difference

THE ROLE OF CHANGE CHAMPIONS

Adrian Kerr

Chief Executive

Local Government Staff Commission



women
in local
councils



making a difference

CHANGE CHAMPIONS – MAKING A DIFFERENCE

- Women's Development Steering Group
- River Group Research
- Twin Track Approach
– Professional – Integration



women
in local
councils



making a difference

NETWORK OF CHAMPIONS

- **Cultural change (whole system)**
- **Local identity/catalyst**
- **26 district councils**
- **5 political parties**
- **6 NILGA representatives**



women
in local
councils



making a difference

DEFINING THE ROLE

- Little research/champion/agent
- Spent first year defining/activity
- What can we do?
- Frustration – I am – therefore I do – I achieve



women
in local
councils

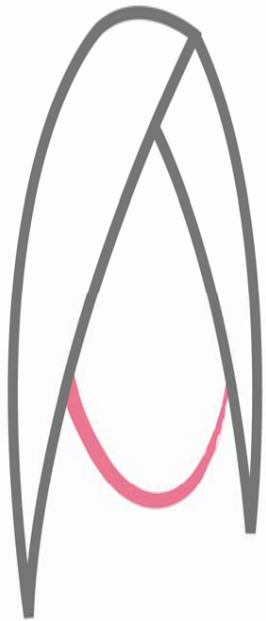


making a difference

MAKING CHANGE HAPPEN

Steering Group Expectations

- **Maximise awareness**
- **Develop supporting projects**
- **Demonstrate commitment**



women
in local
councils



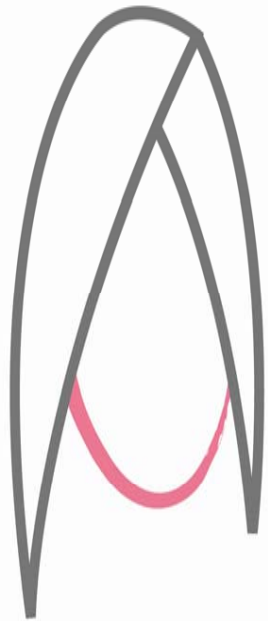
making a difference

Change Literature Supports

- **Champions – Agents**
- **Internal – External**

Operating Environment

- **Diverse range/Other roles**
- **Nominated/Time**



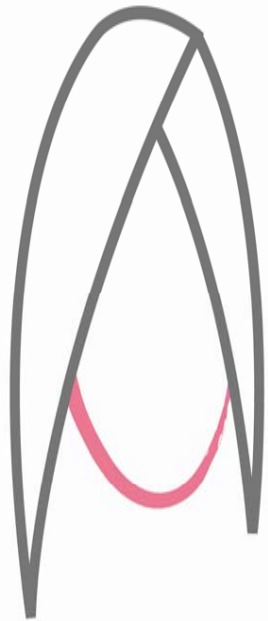
women
in local
councils



making a difference

THE JOURNEY

- (A – C) Workshops
- Shared Experiences (L – D)
- Questionnaire
- Focus Group
- External Perspective



women
in local
councils



making a difference

ROLE – FINDINGS

- **Conformed, but emphasised – pro-active agenda**
- **Time not constraining**
- **Common agenda – differing ways of implementing**
- **Slow progress and tangible outcomes**



women
in local
councils



making a difference

ROLE – IMPROVEMENT

- **Harness creativity and measure results**
- **Gender Action Plan for each council**

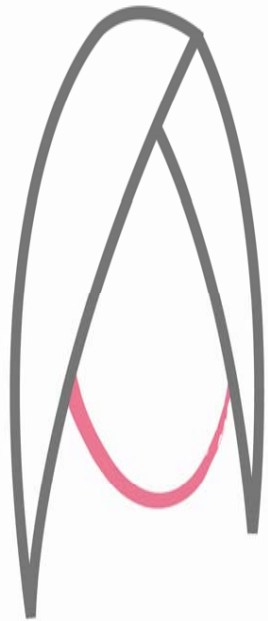


women
in local
councils

making a difference

SKILLS – FINDINGS

- **Commitment to the change and able to make progress - vital**
- **Communication, negotiation, listen and credibility**
- **Being organised and balance other roles**

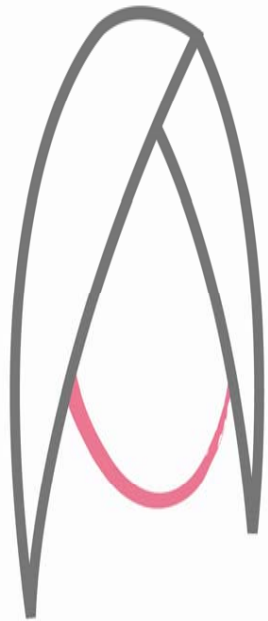


women
in local
councils

making a difference

SKILLS – IMPROVEMENT

- **Protect and reinforce commitment**
- **Membership (nomination) examine**
- **Personal Development Plan for each Champion**
- **Develop a Guide and initiate Skills Workshops**



women
in local
councils



making a difference

BARRIERS TO ACHIEVEMENT – FINDINGS

- Poor communication
- Balancing day job
- Lack of resources
- Working in isolation
- Position in organisation (influence)
- Shortcomings in support

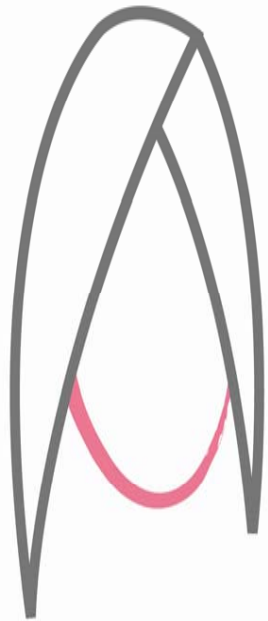


women
in local
councils

making a difference

BARRIERS – IMPROVEMENT

- **Increase communication**
- **Action Plan (doable)**
- **Provide resources**
- **Gender Action Committee in each council for support**
- **Clear commitment at local level and resources**



women
in local
councils



making a difference

SUPPORT SYSTEMS – FINDINGS

- More relevant workshops – learning by doing examples
- Networking opportunities for support for enthusiasm
- Local Management and the Steering Group – do not understand – practical examples were provided



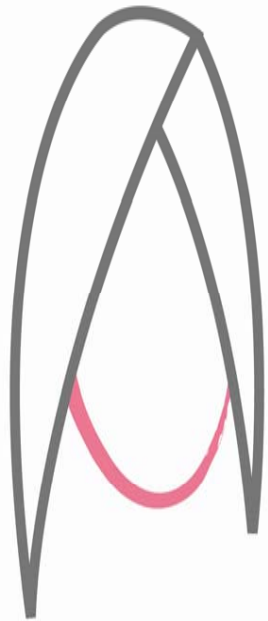
women
in local
councils



making a difference

SUPPORT SYSTEMS – IMPROVEMENT

- Inter-link with barriers and skills support
- More demonstrable commitment
- Gender Action Committee
- Involvement strategy to pull all action points together



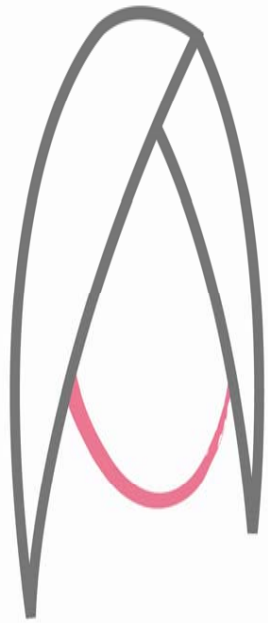
women
in local
councils



making a difference

WHAT IS HAPPENING AS A RESULT

- Today and increased profile
- Gender Action Plans
- Encourage Support
Committees at local level
- Re-design support system
- Test Champion commitment
- Move forward



women
in local
councils



making a difference

THE MESSAGE

- **Be creative, not insane**
- **We are breaking new ground – copy what we can**
- **Believe in the change and demonstrate this belief by action**